

**Do not write on this booklet**

# **minnesota importance questionnaire**

**1975 Edition**

**paired form**

**Vocational Psychology Research**

**UNIVERSITY OF MINNESOTA**

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## Directions

The purpose of this questionnaire is to find out what you consider **important** in your **ideal job**, the kind of job you would most like to have.

On the following pages you will find **pairs** of statements about work.

—Read each **pair** of statements carefully.

—Decide which statement of the **pair** is **more** important to you in your **ideal** job.

—For each pair mark your choice on the answer sheet. **Do not mark this booklet.** (Directions on how to mark the answer sheet are given below.)

Do this for **all** pairs of statements. Work as rapidly as you can. Read each pair of statements, mark your choice, then move on to the next pair. Be sure to make a choice for **every** pair. **Do not** go back to change your answer to any pair.

Remember: You are to decide which statement of the pair is **more important** to **you** in your **ideal** job. Mark your choice on the answer sheet, **not** on this booklet.

## How to Mark the Answer Sheet

### First of all

Print your name in the space provided, and fill in the other information requested.

### To fill in the answer sheet

Start where it is marked "Page 1."

There is a box for each pair of statements. The number in the middle of the box is the number of that pair. "a" and "b" in the box stand for the two statements of the pair.

If you think statement "a" is more important to you than statement "b", mark an "X" over the "a" on the answer sheet, as shown in the example below:

page <b>1</b>	<del>a</del>	a	a
	1	2	3
	b	b	b

However, if you think statement "b" is more important to you than statement "a", mark an "X" over the "b" on the answer sheet, as shown in the example below:

page <b>1</b>	a	a	a
	1	2	3
	<del>b</del>	b	b

### Mark Only One Answer for Each Pair of Statements.

Mark **either** "a" or "b" for each pair. **Do this for all pairs of statements.** Remember, **do not** mark your answer on this booklet. Use the answer sheet.

Ask yourself: Which is **more important** to me in my **ideal** job?

1. a. I could be busy all the time.  
OR  
b. The job would provide an opportunity for advancement.
2. a. I could try out some of my own ideas.  
OR  
b. My co-workers would be easy to make friends with.
3. a. The job could give me a feeling of accomplishment.  
OR  
b. I could do something that makes use of my abilities.
4. a. The company would administer its policies fairly.  
OR  
b. I could be busy all the time.
5. a. I could try out some of my own ideas.  
OR  
b. I could be "somebody" in the community.
6. a. The job would provide an opportunity for advancement.  
OR  
b. My co-workers would be easy to make friends with.
7. a. I could tell people what to do.  
OR  
b. I could work alone on the job.
8. a. I could get recognition for the work I do.  
OR  
b. The company would administer its policies fairly.
9. a. My co-workers would be easy to make friends with.  
OR  
b. The job would provide for steady employment.
10. a. The job could give me a feeling of accomplishment.  
OR  
b. The job would provide an opportunity for advancement.
11. a. My boss would train the workers well.  
OR  
b. I could work alone on the job.
12. a. I could do the work without feeling that it is morally wrong.  
OR  
b. The job would have good working conditions.

Ask yourself: Which is **more important** to me in my **ideal** job?

13. a. I could be busy all the time.  
OR  
b. The job could give me a feeling of accomplishment.
14. a. I could do something that makes use of my abilities.  
OR  
b. The job would provide an opportunity for advancement.
15. a. I could tell people what to do.  
OR  
b. The company would administer its policies fairly.
16. a. My co-workers would be easy to make friends with.  
OR  
b. My pay would compare well with that of other workers.
17. a. I could try out some of my own ideas.  
OR  
b. I could work alone on the job.
18. a. I could get recognition for the work I do.  
OR  
b. I could do the work without feeling that it is morally wrong.
19. a. The job would provide for steady employment.  
OR  
b. I could make decisions on my own.
20. a. I could do things for other people.  
OR  
b. I could be "somebody" in the community.
21. a. My boss would back up the workers (with top management).  
OR  
b. My boss would train the workers well.
22. a. The job would have good working conditions.  
OR  
b. I could do something different every day.
23. a. I could do something that makes use of my abilities.  
OR  
b. I could be busy all the time.
24. a. The job could give me a feeling of accomplishment.  
OR  
b. I could tell people what to do.

Ask yourself: Which is **more important** to me in my **ideal** job?

25. a. The company would administer its policies fairly.  
OR  
b. The job would provide an opportunity for advancement.
26. a. I could do something that makes use of my abilities.  
OR  
b. My co-workers would be easy to make friends with.
27. a. I could try out some of my own ideas.  
OR  
b. The job could give me a feeling of accomplishment.
28. a. I could be busy all the time.  
OR  
b. I could work alone on the job.
29. a. The job would provide an opportunity for advancement.  
OR  
b. I could do the work without feeling that it is morally wrong.
30. a. I could tell people what to do.  
OR  
b. I could get recognition for the work I do.
31. a. The company would administer its policies fairly.  
OR  
b. I could make decisions on my own.
32. a. The job would provide for steady employment.  
OR  
b. My pay would compare well with that of other workers.
33. a. I could do things for other people.  
OR  
b. My co-workers would be easy to make friends with.
34. a. My boss would back up the workers (with top management).  
OR  
b. I could work alone on the job.
35. a. I could do the work without feeling that it is morally wrong.  
OR  
b. My boss would train the workers well.
36. a. I could do something different every day.  
OR  
b. I could get recognition for the work I do.

Ask yourself: Which is **more important** to me in my **ideal** job?

37. a. I could make decisions on my own.  
OR  
b. The job would have good working conditions.
38. a. I could do something that makes use of my abilities.  
OR  
b. I could tell people what to do.
39. a. The company would administer its policies fairly.  
OR  
b. The job could give me a feeling of accomplishment.
40. a. I could be busy all the time.  
OR  
b. My pay would compare well with that of other workers.
41. a. I could try out some of my own ideas.  
OR  
b. I could tell people what to do.
42. a. I could get recognition for the work I do.  
OR  
b. My co-workers would be easy to make friends with.
43. a. The company would administer its policies fairly.  
OR  
b. I could work alone on the job.
44. a. I could do the work without feeling that it is morally wrong.  
OR  
b. My pay would compare well with that of other workers.
45. a. I could make decisions on my own.  
OR  
b. I could try out some of my own ideas.
46. a. The job would provide for steady employment.  
OR  
b. I could work alone on the job.
47. a. I could do things for other people.  
OR  
b. I could do the work without feeling that it is morally wrong.
48. a. I could get recognition for the work I do.  
OR  
b. I could be "somebody" in the community.

Ask yourself: Which is **more important** to me in my **ideal** job?

49. a. I could make decisions on my own.  
OR  
b. My boss would back up the workers (with top management).
50. a. The job would provide for steady employment.  
OR  
b. My boss would train the workers well.
51. a. I could do something different every day.  
OR  
b. I could do things for other people.
52. a. The job would have good working conditions.  
OR  
b. I could be "somebody" in the community.
53. a. I could tell people what to do.  
OR  
b. I could be busy all the time.
54. a. The job would provide an opportunity for advancement.  
OR  
b. My pay would compare well with that of other workers.
55. a. I could do something that makes use of my abilities.  
OR  
b. The company would administer its policies fairly.
56. a. I could be busy all the time.  
OR  
b. My co-workers would be easy to make friends with.
57. a. The job could give me a feeling of accomplishment.  
OR  
b. My pay would compare well with that of other workers.
58. a. I could try out some of my own ideas.  
OR  
b. The job would provide an opportunity for advancement.
59. a. The company would administer its policies fairly.  
OR  
b. I could do the work without feeling that it is morally wrong.
60. a. I could get recognition for the work I do.  
OR  
b. My pay would compare well with that of other workers.

Ask yourself: Which is **more important** to me in my **ideal** job?

61. a. My co-workers would be easy to make friends with.  
OR  
b. I could make decisions on my own.
62. a. The job would provide for steady employment.  
OR  
b. I could try out some of my own ideas.
63. a. I could work alone on the job.  
OR  
b. I could do things for other people.
64. a. I could be "somebody" in the community.  
OR  
b. I could do the work without feeling that it is morally wrong.
65. a. The job would provide an opportunity for advancement.  
OR  
b. I could tell people what to do.
66. a. My boss would train the workers well.  
OR  
b. I could make decisions on my own.
67. a. The job would provide for steady employment.  
OR  
b. I could do something different every day.
68. a. I could do things for other people.  
OR  
b. The job would have good working conditions.
69. a. My boss would back up the workers (with top management).  
OR  
b. I could get recognition for the work I do.
70. a. My co-workers would be easy to make friends with.  
OR  
b. I could tell people what to do.
71. a. The company would administer its policies fairly.  
OR  
b. I could try out some of my own ideas.
72. a. My pay would compare well with that of other workers.  
OR  
b. I could work alone on the job.

Ask yourself: Which is **more important** to me in my **ideal** job?

73. a. I could do the work without feeling that it is morally wrong.  
OR  
b. My co-workers would be easy to make friends with.

74. a. My boss would back up the workers (with top management).  
OR  
b. The job would have good working conditions.

75. a. I could work alone on the job.  
OR  
b. I could make decisions on my own.

76. a. The job would provide for steady employment.  
OR  
b. I could do the work without feeling that it is morally wrong.

77. a. I could get recognition for the work I do.  
OR  
b. I could do things for other people.

78. a. I could be "somebody" in the community.  
OR  
b. I could make decisions on my own.

79. a. My boss would back up the workers (with top management).  
OR  
b. The job would provide for steady employment.

80. a. My boss would train the workers well.  
OR  
b. I could do things for other people.

81. a. I could do something different every day.  
OR  
b. I could be "somebody" in the community.

82. a. I could get recognition for the work I do.  
OR  
b. I could try out some of my own ideas.

83. a. My pay would compare well with that of other workers.  
OR  
b. I could tell people what to do.

84. a. I could do something that makes use of my abilities.  
OR  
b. The job would have good working conditions.

Ask yourself: Which is **more important** to me in my **ideal** job?

85. a. I could do something different every day.  
OR  
b. The job could give me a feeling of accomplishment.
86. a. My boss would train the workers well.  
OR  
b. I could be busy all the time.
87. a. My co-workers would be easy to make friends with.  
OR  
b. The company would administer its policies fairly.
88. a. My pay would compare well with that of other workers.  
OR  
b. I could try out some of my own ideas.
89. a. I could do something that makes use of my abilities.  
OR  
b. I could do something different every day.
90. a. The job could give me a feeling of accomplishment.  
OR  
b. The job would have good working conditions.
91. a. I could work alone on the job.  
OR  
b. My co-workers would be easy to make friends with.
92. a. I could do the work without feeling that it is morally wrong.  
OR  
b. I could try out some of my own ideas.
93. a. I could get recognition for the work I do.  
OR  
b. The job would provide for steady employment.
94. a. My boss would train the workers well.  
OR  
b. I could do something that makes use of my abilities.
95. a. I could be busy all the time.  
OR  
b. The job would have good working conditions.
96. a. I could do things for other people.  
OR  
b. I could make decisions on my own.

Ask yourself: Which is **more important** to me in my **ideal** job?

97. a. The job would provide for steady employment.  
OR  
b. I could be "somebody" in the community.
98. a. I could work alone on the job.  
OR  
b. I could get recognition for the work I do.
99. a. I could do things for other people.  
OR  
b. My boss would back up the workers (with top management).
100. a. I could make decisions on my own.  
OR  
b. I could do the work without feeling that it is morally wrong.
101. a. My boss would train the workers well.  
OR  
b. I could be "somebody" in the community.
102. a. My boss would back up the workers (with top management).  
OR  
b. I could do something different every day.
103. a. I could get recognition for the work I do.  
OR  
b. I could make decisions on my own.
104. a. I could be busy all the time.  
OR  
b. I could do something different every day.
105. a. My boss would train the workers well.  
OR  
b. The job could give me a feeling of accomplishment.
106. a. The job would have good working conditions.  
OR  
b. The job would provide an opportunity for advancement.
107. a. My pay would compare well with that of other workers.  
OR  
b. The company would administer its policies fairly.
108. a. I could do the work without feeling that it is morally wrong.  
OR  
b. I could work alone on the job.

Ask yourself: Which is **more important** to me in my **ideal** job?

109. a. My boss would train the workers well.  
OR  
b. The job would have good working conditions.
110. a. My boss would back up the workers (with top management).  
OR  
b. I could do something that makes use of my abilities.
111. a. The job would provide for steady employment.  
OR  
b. I could do things for other people.
112. a. The job could give me a feeling of accomplishment.  
OR  
b. My co-workers would be easy to make friends with.
113. a. I could do something different every day.  
OR  
b. My boss would train the workers well.
114. a. I could do things for other people.  
OR  
b. I could try out some of my own ideas.
115. a. I could do something that makes use of my abilities.  
OR  
b. I could be "somebody" in the community.
116. a. My boss would back up the workers (with top management).  
OR  
b. The job could give me a feeling of accomplishment.
117. a. The job would provide an opportunity for advancement.  
OR  
b. I could do something different every day.
118. a. I could tell people what to do.  
OR  
b. The job would have good working conditions.
119. a. I could do the work without feeling that it is morally wrong.  
OR  
b. My boss would back up the workers (with top management).
120. a. My pay would compare well with that of other workers.  
OR  
b. I could make decisions on my own.

Ask yourself: Which is **more important** to me in my **ideal** job?

121. a. I could be "somebody" in the community.  
OR  
b. I could work alone on the job.
122. a. My boss would train the workers well.  
OR  
b. I could get recognition for the work I do.
123. a. I could make decisions on my own.  
OR  
b. I could do something different every day.
124. a. The job would have good working conditions.  
OR  
b. The job would provide for steady employment.
125. a. My pay would compare well with that of other workers.  
OR  
b. I could do something that makes use of my abilities.
126. a. I could do something different every day.  
OR  
b. I could tell people what to do.
127. a. My boss would back up the workers (with top management).  
OR  
b. I could be "somebody" in the community.
128. a. I could try out some of my own ideas.  
OR  
b. I could be busy all the time.
129. a. I could work alone on the job.  
OR  
b. The job would provide an opportunity for advancement.
130. a. I could tell people what to do.  
OR  
b. I could do the work without feeling that it is morally wrong.
131. a. The job would have good working conditions.  
OR  
b. The company would administer its policies fairly.
132. a. My boss would train the workers well.  
OR  
b. The job would provide an opportunity for advancement.

Ask yourself: Which is **more important** to me in my **ideal** job?

133. a. My boss would back up the workers (with top management).  
OR  
b. I could be busy all the time.
134. a. The job could give me a feeling of accomplishment.  
OR  
b. I could be "somebody" in the community.
135. a. I could do something that makes use of my abilities.  
OR  
b. I could do things for other people.
136. a. I could do the work without feeling that it is morally wrong.  
OR  
b. I could do something different every day.
137. a. The job would have good working conditions.  
OR  
b. I could get recognition for the work I do.
138. a. My pay would compare well with that of other workers.  
OR  
b. I could do things for other people.
139. a. I could be "somebody" in the community.  
OR  
b. My co-workers would be easy to make friends with.
140. a. I could try out some of my own ideas.  
OR  
b. My boss would back up the workers (with top management).
141. a. The job could give me a feeling of accomplishment.  
OR  
b. I could work alone on the job.
142. a. I could do the work without feeling that it is morally wrong.  
OR  
b. I could be busy all the time.
143. a. The job would provide an opportunity for advancement.  
OR  
b. I could get recognition for the work I do.
144. a. I could tell people what to do.  
OR  
b. I could make decisions on my own.

Ask yourself: Which is **more important** to me in my **ideal** job?

145. a. The company would administer its policies fairly.  
OR  
b. The job would provide for steady employment.
146. a. I could try out some of my own ideas.  
OR  
b. I could do something that makes use of my abilities.
147. a. My pay would compare well with that of other workers.  
OR  
b. The job would have good working conditions.
148. a. I could do something different every day.  
OR  
b. The company would administer its policies fairly.
149. a. My boss would train the workers well.  
OR  
b. I could tell people what to do.
150. a. My boss would back up the workers (with top management).  
OR  
b. The job would provide an opportunity for advancement.
151. a. I could be busy all the time.  
OR  
b. I could be "somebody" in the community.
152. a. I could do things for other people.  
OR  
b. The job could give me a feeling of accomplishment.
153. a. I could do something that makes use of my abilities.  
OR  
b. The job would provide for steady employment.
154. a. I could do something different every day.  
OR  
b. I could work alone on the job.
155. a. I could try out some of my own ideas.  
OR  
b. My boss would train the workers well.
156. a. My co-workers would be easy to make friends with.  
OR  
b. My boss would back up the workers (with top management).

Ask yourself: Which is **more important** to me in my **ideal** job?

157. a. I could be "somebody" in the community.  
OR  
b. My pay would compare well with that of other workers.
158. a. I could do things for other people.  
OR  
b. The company would administer its policies fairly.
159. a. The job would provide for steady employment.  
OR  
b. I could tell people what to do.
160. a. The job would provide an opportunity for advancement.  
OR  
b. I could make decisions on my own.
161. a. I could be busy all the time.  
OR  
b. I could get recognition for the work I do.
162. a. I could do the work without feeling that it is morally wrong.  
OR  
b. The job could give me a feeling of accomplishment.
163. a. I could work alone on the job.  
OR  
b. I could do something that makes use of my abilities.
164. a. The job would have good working conditions.  
OR  
b. My co-workers would be easy to make friends with.
165. a. I could do something different every day.  
OR  
b. My pay would compare well with that of other workers.
166. a. My boss would train the workers well.  
OR  
b. The company would administer its policies fairly.
167. a. I could tell people what to do.  
OR  
b. My boss would back up the workers (with top management).
168. a. The job would provide an opportunity for advancement.  
OR  
b. I could be "somebody" in the community.

Ask yourself: Which is **more important** to me in my **ideal** job?

169. a. I could do things for other people.  
OR  
b. I could be busy all the time.
170. a. The job could give me a feeling of accomplishment.  
OR  
b. The job would provide for steady employment.
171. a. I could make decisions on my own.  
OR  
b. I could do something that makes use of my abilities.
172. a. I could work alone on the job.  
OR  
b. The job would have good working conditions.
173. a. I could do something different every day.  
OR  
b. I could try out some of my own ideas.
174. a. My co-workers would be easy to make friends with.  
OR  
b. My boss would train the workers well.
175. a. My boss would back up the workers (with top management).  
OR  
b. My pay would compare well with that of other workers.
176. a. I could be "somebody" in the community.  
OR  
b. The company would administer its policies fairly.
177. a. I could tell people what to do.  
OR  
b. I could do things for other people.
178. a. The job would provide an opportunity for advancement.  
OR  
b. The job would provide for steady employment.
179. a. I could be busy all the time.  
OR  
b. I could make decisions on my own.
180. a. I could get recognition for the work I do.  
OR  
b. The job could give me a feeling of accomplishment.

Ask yourself: Which is **more important** to me in my **ideal** job?

181. a. I could do something that makes use of my abilities.  
OR  
b. I could do the work without feeling that it is morally wrong.
182. a. The job would have good working conditions.  
OR  
b. I could try out some of my own ideas.
183. a. My co-workers would be easy to make friends with.  
OR  
b. I could do something different every day.
184. a. My boss would train the workers well.  
OR  
b. My pay would compare well with that of other workers.
185. a. The company would administer its policies fairly.  
OR  
b. My boss would back up the workers (with top management).
186. a. I could tell people what to do.  
OR  
b. I could be "somebody" in the community.
187. a. The job would provide an opportunity for advancement.  
OR  
b. I could do things for other people.
188. a. I could be busy all the time.  
OR  
b. The job would provide for steady employment.
189. a. I could make decisions on my own.  
OR  
b. The job could give me a feeling of accomplishment.
190. a. I could get recognition for the work I do.  
OR  
b. I could do something that makes use of my abilities.

**Please continue on the next page.**

On this page consider each statement and decide whether or not it is **important** to have in your **ideal job**.

—If you think that the statement is **important** for your **ideal job**, mark an X in the “**Yes**” box on your answer sheet.

—If you think that the statement is **not important** for your **ideal job**, mark an X in the “**No**” box on your answer sheet.

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On my **ideal job** it is important that . . .

- 191. I could do something that makes use of my abilities.
- 192. the job could give me a feeling of accomplishment.
- 193. I could be busy all the time.
- 194. the job would provide an opportunity for advancement.
- 195. I could tell people what to do.
- 196. the company would administer its policies fairly.
- 197. my pay would compare well with that of other workers.
- 198. my co-workers would be easy to make friends with.
- 199. I could try out some of my own ideas.
- 200. I could work alone on the job.
- 201. I could do the work without feeling that it is morally wrong.
- 202. I could get recognition for the work I do.
- 203. I could make decisions on my own.
- 204. the job would provide for steady employment.
- 205. I could do things for other people.
- 206. I could be “somebody” in the community.
- 207. my boss would back up the workers (with top management).
- 208. my boss would train the workers well.
- 209. I could do something different every day.
- 210. the job would have good working conditions.

<p><b>Please check your answer sheet to see that you have marked only one choice in each of the 210 boxes.</b></p>
--------------------------------------------------------------------------------------------------------------------